



Firefighters for the City of Fort Smith are all civil service employees. They are hired according to Arkansas State Law and City of Fort Smith Civil Service Commission Rules.

The hiring process for the Fort Smith Fire Department (FSFD) has five (5) steps. They are as follows:

- Step 1 – Fill out and turn in an application to the City of Fort Smith Human Resources Department. The application period will be in the first quarter of each year.
- Step 2 – After your application has been turned in, you will be scheduled to take a civil service written examination. This examination is only given once a year.
- Step 3 – Upon successfully passing the written exam, you will be scheduled for a physical agility test to determine your ability to perform firefighter functions.
- Step 4 – After successfully completing the physical agility test, you will be scheduled for an interview with a panel from the FSFD to review your application and background.
- Step 5 – After successfully completing your first interview, you will then be scheduled for another interview with a panel from the Fort Smith Civil Service Commission. Upon completion of this interview, the Civil Service Commission will format a list to be forwarded to the FSFD to use for 1 year for hiring purposes.

The fire service is a highly regarded and noble profession. Many skills are required to excel in the fire service. The FSFD is responsible for responding to all hazard emergencies such as, but not limited to;

- Fires – Structure, vehicle, wild land, etc.
- Rescue – Vehicle extrication, water, trench, high rise, collapse, etc.
- Medical – All types
- Hazmat – Industrial and transportation accidents
- Bomb Squad – All types of explosive remediation
- Homeland Security and severe weather emergencies
- All other hazard response

The starting pay for a firefighter in Fort Smith is currently \$30,000 with excellent benefits and retirement. Other incentive packages are available. FSFD firefighters work a 24/48 schedule for an average of 56 hours per week.